Superintendent Search Survey

The School Board of Menahga Public Schools is conducting a search for its next superintendent and is seeking input from students, staff, parents, and community members. The Minnesota School Boards Association (MSBA) has been contracted to assist with the search and will summarize survey responses for presentation to the school board.

IMPORTANT: All survey responses will remain anonymous. You are not required to answer every question for your responses to be included.

This survey will provide valuable input for the board to consider as it moves forward in selecting the next superintendent. Please submit your survey by December 8, 2026, to the district office at Highway 71 South, 216 Aspen Ave SE, Menahga, MN 56464. Thank you.

Please select the role that best reflects your perspective for this survey. Use only one response.

	Business Owner/District Partner or Agriculture
	Community Member
	Parent/Guardian
	Staff Member
	Student
	Other (please specify)

From the list below, **select up to six areas of expertise** you believe are most important for the next superintendent to possess. Leave the remaining choices blank.

	Budget and Finance
	Business Partnerships
	Collaborative Leadership
	Contract Administration and Negotiations
	Cultural Competency
	Curriculum Development and Evaluation
	Educational Equity
	Enrollment Management and Demographic Change
	Facilities Planning and Management
	Fundraising and Grant Writing
	Personnel Management and Employee Relations
	Public Relations
	School Safety and Crisis Management
	Social-Emotional Support Services
	Special Education
	Strategic Planning
	Student Achievement and Assessment Results
	Technology and Digital Learning

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From the list below, **select up to six traits and skills** you believe the next superintendent must possess. Leave the remaining choices blank.

	Brings knowledge of special education programs and services
	Builds a high-performing leadership team through effective delegation and accountability
	Cultivates business partnerships and promotes community involvement in schools
	Demonstrates experience with negotiations and the collective bargaining process
	Develops trust and works collaboratively with diverse groups and communities
	Engages in the legislative process to advocate for our school district
	Exhibits exceptional communication and listening skills
	Follows the school board's chosen educational philosophy which reflects the community's values
	Fosters positive relationships with the media
	Has experience in developing and/or implementing a strategic plan
	Holds experience in school finance, including resource allocation and fiscal oversight
	Implements practices that support student and staff safety, well-being, and mental health
	Is a leader who demonstrates integrity, honesty, and ethics
	Leads through an equity lens
	Leverages technology and innovation to improve teaching, learning, and operational efficiency
	Maintains a visible and accessible presence across the district and in the community
	Makes timely, informed, and transparent decisions and leads confidently through adversity
	Models a visionary and creative approach to problem-solving
	Mediates effectively with individuals and groups who hold different perspectives
	Possesses a strong academic background with experience in curriculum and instruction
	Promotes student achievement and improved test scores through data-informed leadership
	Provides written, understandable administrative procedures that implement school board policy
	Recruits, develops, and retains high-quality staff
	Understands barriers to student success, including poverty and opportunity gaps
	Works cooperatively with the school board and provides options and recommendations

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Is it important that the next superintendent has previous experience as a superintendent?

Yes _____ **No** _____

From the list below, **select up to six personal characteristics** you believe are most important for the next superintendent to possess. Leave the remaining choices blank.

	Approachable
	Confident
	Consistent
	Data-driven
	Decisive
	Effective Communicator
	Empathetic
	Flexible
	Inclusive
	Innovative
	Knowledgeable
	Problem Solver
	Resilient
	Resourceful
	Sense of Humor
	Transparent
	Trustworthy

Please read and respond to the following questions:

1. What are some of the good things taking place in Menahga Public Schools today?

2. What challenges do you believe the district will face over the next five years?

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3. What should the new superintendent know about the school district's history?

4. What would you like the new superintendent to understand about your community?

Please limit any additional comments to the space provided below:

Please call Lee at 507-828-2468 if you have any questions regarding this survey. Thank you!

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